

FOR PSA MEMBERS: **PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - LIMPOPO**

03-08-2023

## Feedback: Coordinating Chamber of PSCBC Limpopo meeting – 2 August 2023

### **Filling of vacant posts: Clause 8.2.3 of Resolution 1/2018**

Members will recall that in the previous meeting the PSA was not convinced that the vacancy statistics provided by the employer were correct. The employer undertook to verify the figures presented and provide a detailed plan of when vacancies would be filled in the next meeting. The PSA pointed out several discrepancies in the statistics and the employer was unable to respond to these questions. The employer undertook to have “well-researched figures” in the next meeting.

### **Electronic Document (EDD) system implementation for electronic delivery of salary advice and IRP5: All eleven Provincial Departments**

It was previously reported that the Department of Health had not fully implemented the above-mentioned system owing to IT constraints. The employer reported that EDD had now been successfully implemented in all departments and assured labour that in the event a salary advice or IRP5 had not be successfully delivered via EDD, that it would automatically be printed by the system and delivered manually as in the past. The employer has appointed designated EDD administrators in every department who are ready to assist employees who experience problems or to update their details. Members will be informed of the contact details of EDD administrators once the employer provides such to labour.

### **Dilapidated buildings: Health hazard and safety risk**

It was previously reported that the employer would give a progress report on maintenance and repairs of some 47 buildings that required immediate attention and major maintenance. A task team has been established and parties will soon be finalising the terms of reference. Members are urged to continue providing details of occupational health and safety issues to the PSA.

### **Rental Management Policy**

The task team will provide a report in the next meeting.

### **Amendments to Provincial Human Resources and Development Policy Manual**

The employer has yet to provide labour with a final draft of the amended policy for consideration.

## **Dysfunctional Transport Committees and non-processing of applications for subsidised vehicles**

The PSA has received complaints from members regarding the undue delay in processing applications for subsidised vehicles or to utilise their private vehicles for official purposes on Scheme B. In some departments, committees last met in November 2022. The employer provided labour with statistics on the total number of applications received, approved, and pending per department. The employer reported that no applications had been received in Transport and Community Safety, Social Development, Education, and Health. Once again, the PSA disputed the accuracy of the statistics as the PSA has members in these departments that are affected. Affected members are urged to provide their details to [queen.seema@psa.co.za](mailto:queen.seema@psa.co.za) by **18 August 2023**. Please include the date of submission of applications.

## **Disparities in salaries: Expanded Public Works Program (EPWP) - Various departments**

The employer undertook to investigate labour's concerns that the principle of equal pay for work of equal value is not applied by the employer as stipends earned by EPWP workers vary in each department.

Members will be informed of developments.

Employees who wish to join the PSA can contact Lawrence Muvhango on [Lawrence.muvhango@psa.co.za](mailto:Lawrence.muvhango@psa.co.za) / 082 880 8995, Paulina Moloto on [Paulina.moloto@psa.co.za](mailto:Paulina.moloto@psa.co.za) / 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

GENERAL MANAGER